

Leadership Louisville Center's

BINGHAM FELLOWS



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generous support from:



Winning the Talent of the Future

Advancing Louisville's Ability to Attract, Develop and
Retain the Talent We Need to Compete and Thrive

LOU WORKS FOR YOU; HOW CAN WE WORK FOR LOU?

For a community to grow, people need to share their talents and build their skills. By doing so, they walk with purpose and move Louisville to becoming a more attractive place to LIVE, WORK and PLAY for families and professionals.

The Greater Louisville area has over 35,000 open jobs, yet Louisville's progress in attracting and retaining people is nearly at a standstill. As concerning is that a large number of working age adults already in our community are not employed at their full potential or lack the skills needed to be employable. Louisville is falling behind our peer cities in attracting new talent and training our existing residents with the skills needed to fill the jobs of today.

This year, 40 community leaders from diverse backgrounds, occupations, and experiences have come together as Bingham Fellows to support Louisville's drive to stay competitive and foster a thriving economy. Our class includes talent development professionals who have decades of experience, corporate and small business leaders challenged with attracting a skilled workforce, K-12 and university educators, and leaders from IT, manufacturing, human resources, nonprofit and professional service firms. Through the Bingham Fellows program, we all gained further appreciation for the urgency and depth of the challenge, and we

are inspired to make changes that will positively impact the lives and future generations of our fellow community members.

With our varied backgrounds, knowledge and experiences, our 10-month exploration of this topic included significant learning on how we could be catalysts for change. We learned that we must do a better job of getting our next generation career-ready. We learned that we must better connect job seekers and employers. We learned that we must grow our population of IT-skilled workers. And we learned that we must better welcome highly-educated and skilled professionals.

These lessons led to the creation of five initiatives designed to meet our community's most critical areas of need.

These five projects were built for Lou...



CONNECT 502

Lou is an at-risk high school sophomore, dealing with a life in poverty and limited guidance counseling support or career role models.

Through **CONNECT 502**, Lou will be connected with a caring adult mentor that will guide and encourage her to live up to her full potential. Lou will get more individual attention than currently available, using e-Mentoring, and a more direct path to a future career.

Employers will join the initiative to better align with JCPS Talent Development Academies relevant to their business needs and help grow a strong pipeline of talent by putting forth employees to help serve as mentors. Mentors and mentor strategies will be developed with Big Brothers & Big Sisters and Bingham Fellows class members.

Lou is a high school graduate looking for a job, that could lead to a career, to hopefully buy a home and provide for her family.



Through **SPARK**, Lou will graduate from Jefferson County Public Schools (JCPS) with a Work Ethic Certificate that is recognized by local employers and offers students benefits such as a guaranteed interview. She will receive special recognition at graduation for achieving the certificate as a result of keeping good grades, showing up for class, honoring disciplinary standards of the school community and demonstrating a valued work ethic. Employers will be able to easily identify employable entry level high school graduates.

Lou is more than just one single person. Lou is not just the individual seeking a job. Lou is an employment specialist at one of many local nonprofits trying to find jobs for hard-to-employ clients. Lou is also the HR professional trying to fill jobs.



Tek-2-Lou

Through **CONNECT8**, Lou will be able to connect clients to resources and open jobs through an online referral system called Kentucky Career Center (KCC) Connect. Human Resource professionals working in small and medium sized companies will have access to the talent that they need to fill open positions.

Lou is seeking new career opportunities in IT, but lacks the needed skills training and access to employers in need of talent.

TEK-2-LOU is not only Lou's solution, but also helps local employers gain trained talent to fill in-demand IT jobs. Modeled on the successful manufacturing workforce solution KYFAME, Tek-2-Lou will engage local employers in partnerships with existing local programs, such as Code Louisville, Software Guild, Interapt's TechHire training, and others that are designed to train current and potential employees in high-tech IT skills. Through the implementation of apprenticeship, internship or on-the-job training programs, individuals like Lou can grow their careers by learning a new high-demand skill and employers will have a plentiful pipeline of skilled talent.



CITY CHAMPS

Lou is a highly skilled professional looking for the next big career opportunity and just received an exciting job offer in the unfamiliar city of Louisville, KY.

Lou is sold on the job and company, but is Louisville going to be a good fit for Lou and Lou's partner? **CITY CHAMPS** gives Lou the opportunity to go above and beyond general online information and reviews, and find a relatable Louisvillian with similar interests and lifestyle to learn more about the community. Lou can make an online or face-to-face connection with a City Champ, who has been vetted and trained to answer Lou's questions, provide authentic and personalized information and make connections for Lou, and for all talented, educated potential or recent transplants – so they can find what they are looking for in Louisville – their new hometown.

FOR MORE INFORMATION PLEASE VISIT LeadershipLouisville.org/Bingham-Fellows

ABOUT THE BINGHAM FELLOWS

Bingham Fellows is the leadership-in-action arm of the Leadership Louisville Center. Created in 1988 through a \$500,000 endowment from the Mary and Barry Bingham Sr. Fund, the Fellows are social entrepreneurs who have the imagination and talent needed to gather critical resources and create social change. Now in its 27th year, the Bingham Fellows have had an impressive track record providing emerging issues with visibility and momentum.

The Fellows don't ponder what might be. They roll up their sleeves, shine a spotlight on an issue and put new ideas to work. Recent classes have worked to improve Louisville's relationship with the state and invest in West Louisville's path to prosperity, resulting in groundbreaking projects such as OneWest, a newly created community development corporation. Other classes have contributed to the development of a long-term vision for our community, enhanced environmental responsibility through initiatives at the grassroots and policy levels, and helped form the Kentucky Indiana Exchange, a regional leadership coalition. The impact of the Fellows goes back to the 1990s with the creation of The Housing Partnership, construction of the Presbyterian Community Center, growth of local farmers' markets and numerous other positive outcomes.

2017 BINGHAM FELLOWS

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Edj Analytics, LLC*

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*Director, Metering & Billing Operations
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PATTE SCHAMORE

*VP, Corporate Human Resources
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KELLY SCHMIDT

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*SVP, Foundation & Workforce Development
Trilogy Health Services*

TELLY SELLARS, ED.D.

*Dean of Technical Education
JTC*

STACEY SERVO

*Founder
New2Lou*

ERIC SETO

*Principal
Philytics, LLC*

MARY STODDARD, ED.D.

*Attorney
Stoddard & Associates PLLC*

JUDY TIELL

*Executive Director
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DAVID TUMMONDS

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KRISTIN WINGFELD

*Coordinator, School Business Partnerships
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JOHNETTA ROBERTS (BF '14, FL '04)

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ABOUT THE LEADERSHIP LOUISVILLE CENTER

Created in 1979, the Leadership Louisville Center is the region's most valuable resource for leadership development and civic engagement. Its mission is to grow and connect a diverse network of leaders who serve as catalysts for a world-class community through dynamic programming and strong community connections. Over 7,000 community leaders have graduated from the Center's programs that include Leadership Louisville, Focus Louisville, Ignite Louisville, Bingham Fellows, and Encore Louisville. The Leadership Green Room was launched in 2015 and serves as the training and talent development arm of the Center, expanding the resources available to the region's business community and employee base.

In 2011, the Leadership Louisville Center was recognized as one of the top seven community leadership programs in the U.S. in a benchmark study by the Center for Creative Leadership, the "gold standard" global provider of executive leadership education and research. Learn more at www.leadershiplouisville.org.



Focus
Louisville



Ignite
Louisville



Leadership
Louisville



Bingham
Fellows



Encore
Louisville



THE
LEADERSHIP
GREEN ROOM

